



***Statement of The Insurance Association of Connecticut***

**Labor and Public Employees Committee - March 9, 2023**

**SB 1178 – An Act Concerning the Expansion of Connecticut Paid Sick Days**

**HB 6668 – An Act Modernizing The Paid Sick Days Statutes**

The Insurance Association of Connecticut (IAC) is a state-based trade association representing Connecticut's property and casualty insurance industry and Connecticut's life insurance and financial security industries. Among other insurance-related products, IAC members provide Connecticut consumers and businesses homeowners insurance, auto insurance, workers' compensation insurance, liability insurance, group benefits, life insurance, annuities, retirement plans, long-term care insurance, disability income insurance, and reinsurance.

**The IAC opposes SB 1178 and the Governors Bill, HB 6668.**

The insurance industry is one of the most important industries in the state and is vital to Connecticut's economy. The industry is one of the state's largest employers.

These two bills would expand the current paid sick leave statutes, which would significantly increase costs for Connecticut businesses. The Governor's bill, HB 6668, would mandate that employers with 11 employees or more provide paid sick leave of up to five days per year, and that employers of ten or less employees provide the same amount of unpaid sick leave to employees. SB 1178 is even more expansive and would mandate that every employer in the state provide every employee with up to ten days of paid sick leave per year. Both bills reduce the accrual rate to one hour per each 30 hours worked, rather than one hour per each 40 hours worked, which the law currently requires. The bills also expand the circumstances for which an employee may take paid sick leave, to include time off to care for an expansive list of family members, and SB 1178 includes people for which there is an affinity and no biological or legal relationship. It further imposes record keeping requirements on employers.

These proposed expansions of paid sick leave have the potential to be economically devastating to our state. Connecticut's current paid sick leave law has already resulted in increased costs and administrative burdens for Connecticut businesses. Many companies have reported having to cut hours and other benefits to make up for the increased costs attributable to the law. These costs will increase even further due to the expansion of requirements under this bill. Connecticut employers, including insurers, continue to face a multitude of challenges

due to the ongoing effects of the COVID-19 pandemic and the current workforce situation. The administrative and financial burdens of these laws would further harm Connecticut businesses.

Moreover, the Connecticut Paid Family Medical Leave program already provides employees paid time off for similar medical reasons. These bills would unfairly transfer the burden to employers to cover the costs of personal and family medical leave.

For the foregoing reasons, we urge you to take no action on SB 1178 and HB 6668.